

B.32: GROUP BENEFIT PLAN

1. Medical Services Plan

The Board agrees to pay 60% of the premiums of the Medical Services Plan of B.C. for employees and dependents in accordance with the by-laws of the Medical Services Commission.

2. Extended Health Benefits

The Board agrees to pay 100% of the premiums of the Provincial Extended Health Benefit Plan.

3. Group Life Insurance

- a. The Board agrees to pay 60% of premiums for Group Life Insurance Plan for employees (\$100,000/employee).
- b. Participation is compulsory for all teachers.
- c. The Board agrees to implement an Optional Group Life Insurance Plan to provide up to an additional \$200,000, at no cost to the Board.

4. Dental Plan

- a. The Board agrees to maintain a dental plan for employees and their dependents. Dental coverage will be extended to include dependent children up to age twenty-one (21), and dependent children up to age twenty-five (25), provided they are full-time students.
- b. Participation in the Plan is compulsory. Payment by the Plan is to be 100% Plan A, 60% Plan B, 50% Plan C. Effective July 1, 2015, Plan C coverage and lifetime limit are per the provincial minimums. The Board shall pay 100% or the premium costs.

5. Salary Continuance Plan

- a. Participation is compulsory in the Salary Continuance Plan for employees hired after 01 January 1973. The full cost of the Plan shall be borne by each employee.
- b. All terms and conditions of the Plan are governed by the Master Policy issued by the underwriter. The Board shall not be liable as a result of a claim arising between the employee and the insurer.
- c. The Board agrees to pay 50% premium costs of medical, extended health, group life and dental when a teacher is ill and drawing benefits under the B.C.T.F. plan to a maximum of twenty-four (24) calendar months from expiry of sick leave.